

# A Consumers View of Supported Employment

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Study	Sample Size, n	Average Length, Years	Percentage of subjects recovered and/or significantly improved*
M. Bleuler 1972/1978, Switzerland	208	23	53-68
Hinterhuber 1973, Austria	157	30 (approx.)	75
Huber et al. 1975, Germany	5012	22	57
Ciampi and Muller 1976, Switzerland	289	37	53
Kreditor 1977, Lithuania	115	20+	84
Tsuang et al. 1979, United States	200	35	46
Marinow 1986, Bulgaria	280	20	75
Harding et al. 1987b, 1987c, United States	269	32	62-68
Ogawa et al. 1987, Japan	140	22.5	56 <sup>d</sup>
DeSisto et al. 1995a, 1995b, United States	269	35	49

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## Long-term studies of schizophrenia

Note: \*Recovered –no further symptoms, no use of psychotropic drugs, living independently in the community, working, and relating well to others, with no behaviors that are considered to be odd or unusual; significantly improved – all of the above, but one domain of functioning.

Source: Adapted from Harding and Keller 1998.

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## Famous ACT Team – Examples of Goals

Ted – Be all that I can be

Charles – Million bucks & a Ferrari

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## Goals Denied

Ed's Goals – Scientifically study mental  
illness

Start self-help groups

Write

All delusions of grandeur

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## Psychology of Adjustment

1. Functional Definition at low point of functioning.
2. Baseline low.
3. All I am is functioning no potential.
4. Individual functioning part of system functioning.

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## Psychology of Adjustment

5. Motivational game
  - A. Because of low baseline “normal” goals seen as delusional – e.g., Jerry’s son.
  - B. Client taught to be fearful of “normal”.
  - C. Doesn’t want anything; labeled unmotivated.

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## Long Time in Coming

Jim – Cowhand, Miner, Schizoaffective, Substance Abuse, Strong visual hallucinations

- Starts mutual support group
- Starts to go to school
- Invents ways of coping – elevator, crystal mansion.
- Graduates 11 years after with BA
- Gets job – very successful

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## Errera Center, Connecticut: Community Cares Center

Rich – cooks and runs 3 vet-to-vet groups  
Mac – screens vets at intake

- Focus on functioning not on pathology.
- Do not pathologize functioning
- Focus on skills to reach dreams

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Vets Construction Team –  
MA VA Center

Joe – Carpenter  
Doug – Electrician

Participating employers:  
Southern New England Telephone  
Hanscom AFB

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Long Term Transitional Work  
Program

- Immediacy
- Proximity
- Expectation

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Psychology of Respect

- Expanding the horizon of facts.
- Expanding the horizon of possibilities.

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## Staff Skills to Assist in Recovery

The following skills are based on discussions with Colorado and New Mexico consumers and family members.

### A. Stigma busting:

- (1) Challenging the recovery limiting false beliefs about mental illness in ones' self, consumers and family members.
- (2) Challenging internal stigma, assumptions about mental illness that the person has internalized.
- (3) Be aware of and challenge or broaden the facts perceived by the consumer as the basis of decisions and judgments.

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## Staff Skills to Assist in Recovery

### B. Giving Up Control:

- (1) Able to process where recovery fits in when a consumer does something that makes staff uncomfortable. Don't just react and intervene to stop consumer.
- (2) Self check. What are my motives. Am I acting as staff out of my own discomfort or out of genuine concern for consumer.
- (3) Process if I am intervening for the sake of independence or my own or agencies convenience.

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## Staff Skills to Assist in Recovery

- (4) Challenge staff ingrained goals consumer may have which are not truly their own.
- (5) Challenge dependence assumptions that consumer falsely hold.

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## Staff Skills to Assist in Recovery

- C. Goal Setting:
- (1) Challenge staff ingrained goals consumer may have which are not truly their own.
  - (2) Listen carefully to everyday speech to see what consumer wants out of life.
  - (3) Unlayering in goal choices the most important values driving choice. Suggest consumer brainstorm other alternatives which have same values if the first choice is unavailable.

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## Staff Skills to Assist in Recovery

- D. Coaching Skills:
- (1) Be able to inspire.
  - (2) Disclose never to get help but to clarify what is commonly human.
  - (3) Cheerlead.

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## Values and Beliefs

1. What a person believes about him or herself because he or she has a diagnosis of mental illness can often be more disabling than the illness itself; therefore, I need to help people change what they believe.

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## Values and Beliefs

2. Recovery is not the absence of symptoms, but the development of new meaning and purpose as one grows beyond the catastrophic effects of mental illness; therefore, I need to help people find significant ways to become engaged and important roles to play.

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## Values and Beliefs

3. I am responsible for my own life. I cannot expect anyone else to make my life the way I want it to be. Therefore, it is up to me to create that life that I want.

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## Values and Beliefs

4. Everyone has the ability to grow and change; therefore, if I relate to a person's potential, there is the possibility of calling forth greatness.

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## Values and Beliefs

5. We tend to see what we are looking for; therefore, I need to help people look for the strengths and beauty in themselves and in others.

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## Values and Beliefs

6. Whatever you focus your energies on, you give power to; therefore, I need to help people focus on what they want to create, not on what they want to change.

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## Values and Beliefs

7. We all know that for life's most difficult problems, the only real answers come from within; therefore, the most important thing that I can do for a person who is having difficulties is to ask questions that put him or her in touch with his or her inner wisdom.

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## Values and Beliefs

8. The major impact of a diagnosis of mental illness is a sense of loss and disconnection; therefore, I need to help people reconnect with themselves, others and their higher power.

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## Values and Beliefs

9. The longer the focus remains on the illness the more likely a person is going to begin to question their own abilities and potential for growth; therefore, I need to help shift the focus to wellness as soon as possible so they can begin to think about their future in a different way.

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## Values and Beliefs

10. People are motivated to change the way they think and act (to accept responsibility for their illness and their negative behavior) when they see how their thinking and acting is preventing them from creating the kind of life that they want; therefore, my major task is to help people see some possibilities and to help them set their own goals.

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## Contact Information

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